



**CITY OF SAN DIEGO
EMPLOYMENT OPPORTUNITY
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**#T2806 FIRE HELICOPTER PILOT
*MONTHLY SALARY: \$5934 to \$7183**

APPLICATION FILING PERIOD: FIRST DATE: March 21, 2008

LAST DATE: Open

Please apply promptly. As soon as sufficient applications are received, **the application filing period may close within five days.** Persons may apply once during this application period.

THE POSITIONS: Fire Helicopter Pilots will be responsible for the safe day-to-day operation of all San Diego Fire-Rescue Department Air Operations Division helicopters. Air Operations Division Fire Helicopter Pilots will be assigned to a designated helibase for standby as a first-responder resource available for emergency responses during daytime and night hours; pilot aircraft to emergency and non-emergency dispatch alarms involving City and County service flights; transport fire control workers to fires and fire-related work; transport fire medical personnel to medical emergencies; effect rescue and transportation of injured persons or patients to hospitals; communicate information obtained from aerial surveillance of fire activities and conditions; drop fire retardant chemicals or water in assigned fire suppression target areas; operate all special aircraft accessory equipment which may include external loads, rescue hoist, FLIR, and other devices; transport logistical materials to the fire line; act as a Helicopter Coordinator (HLCO) for the interagency coordination/use of tactical aircraft on multi-agency emergency incidents, mutual aid air responses, military operations/coordination and/or other emergency use of command and control or tactical aircraft; ensure the timely completion of daily helicopter maintenance; conduct daily pre-flight and post-flight inspections; fly helicopters during normal and emergency operations; provide aviation operations orientation and training as needed for regional public safety personnel; participate in all aviation training as needed to sustain a safe aviation operation program; provide Air Operations Division Battalion Chief with all information related to the safety of flight and any deviation of Departmental and/or Air Operations Division policies, protocols, and procedures; and other duties as assigned.

NOTES:

1. This position will be a uniformed position within the City of San Diego Fire-Rescue Department and will be a safety member of San Diego City Employees Retirement System (SDCERS).
2. This position will contribute a percentage of salary towards the safety retirement system in an amount as negotiated between the City of San Diego and Local 145, International Association of Fire Fighters, AFL-CIO.
3. This position participates in the City's Flexible Benefits Plan that offers several optional benefit plans or a taxable cash option; \$50,000 City paid life insurance; paid annual leave accruing at 22 days per year for the 1st through the 15th year of service; defined benefit City retirement with CalPERS reciprocity for those with eligible service; and optional deferred compensation (457) and 401(k) programs. All employees must join the City's Supplemental Pension Savings Plan (in lieu of Social Security participation) with a mandatory contribution of 3.00% of salary and up to 3.05% voluntary contribution. The City will match salary contributions up to 6.05%, which vest at 20% per year of participation. Benefits currently offered to employees may be subjected to future modifications.

MINIMUM REQUIREMENTS: You must meet the following requirement(s) on the date you apply, unless otherwise indicated.

EXPERIENCE: Four thousand (4,000) logged hours of flying time in turbine-engine helicopters, with a minimum of **100 hours** flying time logged within the last 12 months, **AND** at least **1,500 hours** flying time as Pilot-in-Command in mountainous terrain, which is defined as: conducting flight operations and maneuvering a helicopter in mountainous terrain including pinnacle landings and approaches and numerous take off and landings in situations indicative to difficult mountainous terrain at varying elevations and density altitudes of over 5,000 feet above sea level. These areas include rugged peaks, deep canyons, cliffs, rock outcropping, steep slopes; including landing on mountain tops and confined areas surrounded by trees, brush, rocks, snow or ice. This terrain also consists of abrupt, rapidly rising terrain resulting in a high land mass projecting above its surroundings, wherein complex structures in which folding, faulting, and igneous activity have taken part. These mountainous areas produce vertical mountain winds, turbulence associated with mountain waves, producing abrupt changes in wind direction often resulting in up flowing or down flowing air currents. In the contiguous United States, the boundaries of these mountainous areas are defined in the Aeronautical Information Manual.

CERTIFICATES/LICENSES:

1. A valid commercial pilot certificate issued by the Federal Aviation Administration (FAA) with a rotorcraft-helicopter rating.
2. A current Second Class Aviation Medical Certificate issued under provisions of 14 CFR Part 67.
3. A valid California Class C Driver's License will be **required at the time of hire**.
4. A valid County of San Diego Emergency Medical Technician Certificate (EMT-I) will be **required within one year of hire**.

HIGHLY DESIRABLE QUALIFICATIONS:

1. Qualified to transport Class A, B, C, and D external loads.
2. Minimum of 500 hours of vertical reference experience (100 feet or greater.)
3. Experience in night flying using night-vision-goggle (NVG) equipment.
4. Experience in aerial wildland fire fighting, rescue, and emergency medical services (EMS) operations.
5. Experience in the operation of Bell 205/212/412 helicopters.
6. Instrument Flight Rules (IFR) rated and qualified experience.
7. Possession of a valid Interagency Helicopter Pilot Qualification Card (approved by CDF, USFS, or USDI/OAS).
8. Qualified as a Check Airman.
9. Maintains a residence in the Southern California geographic area.

HOW TO APPLY: You must complete a **STANDARD EMPLOYMENT APPLICATION** for this position by responding to **all** questions and submitting the completed application to the City of San Diego Personnel Department. You may complete/submit a hard copy (paper) application **or** an online application via the internet. Please read the following instructions for each method of submission. Applicants are encouraged to apply online: <https://apps.sandiego.gov/pjaol/currjob/open.jsp>.

HARD COPY (Paper Submission)

1. You must also submit a completed DATA ENTRY FORM.
2. To show proof of any required degrees, certificates, licenses, etc. you must attach a copy of the documents to your application.

ONLINE (Internet Submission)

1. Do **NOT** complete /submit a Data Entry Form. The information will be automatically added to your file.
2. To show proof of any required degrees, certificates, licenses, etc. you must submit a copy of the documents in person **or** FAX/MAIL them to the Personnel Department **with the cover sheet** provided during your online session. Follow the instructions on the cover sheet.

THE SCREENING PROCESS will consist of a comprehensive evaluation of the **Standard Employment Application** for applicable education, experience, and/or training. Only those applicants whose qualifications most closely relate to the position requirements will be placed on the eligible list.

ELIGIBLE LIST: Candidates who were successful in the screening process described above will be placed on a **one category** eligible list which will be used to fill position vacancies during the next **one year**. For each vacancy, only those candidates with the most appropriate qualifications will be contacted by the hiring department for an interview.

PRE-EMPLOYMENT REQUIREMENTS: Any employment offer is **conditional** pending the results of all pre-employment screening processes required for the job. Screening processes may include, but are not limited to the following, including confirmation of citizenship/legal right to work in the United States.

- A. **BACKGROUND INVESTIGATION:** Fire Helicopter Pilot applicants admitted to the final step of the selection process will be required to successfully pass a very thorough background investigation which includes, but is not limited to, a conviction record check, D.M.V. driving record check, military record check, reference checks, review of prior employment history, and a fingerprint check. The fingerprints will be submitted to the California Department of Justice for an FBI/NCIC conviction record report. A basis for automatic disqualification of an applicant would be: any felony conviction; falsification of background, identity, education or any material fact on application or in interview; any illegal drug usage in the last 3 years; dishonorable or bad conduct discharge from military service; Driving Under the Influence (DUI) conviction in the last 3 years or other serious violation such as hit and run, manslaughter, reckless driving, or other similar violation; four moving traffic convictions in the last 3 years. A basis for potential disqualification of an applicant would be: general discharge from military service; poor employment record; history of consistently poor credit; any conviction less than a felony, subject to review by the Personnel Director.
- B. **MEDICAL EXAMINATION:** Fire Helicopter Pilot applicants admitted to the final step of the selection process must pass a comprehensive medical examination, including a drug screening before being hired. Corrected or uncorrected vision must be 20/20 or better, both eyes together, with acceptable color vision. Monocular vision is not acceptable.

All of the above processes must be successfully completed before employment begins. **Note:** Misrepresentation, falsification, or omission of pertinent facts in any step of the screening/selection process may be cause for disqualification or termination of employment.

SUPPLEMENTAL QUESTIONS: You must list your responses to the following numbered questions in Section 4 of the Standard Employment Application or **your application will be rejected.** Read the directions carefully to ensure instructions are followed correctly. For each question, indicate at which employers (A, B, C, etc.) these duties were performed.

1. Flying Time/Experience - Specify the total number of:
 - a. Logged hours of flying time in turbine-engine helicopters that you have.
 - b. Logged hours of flying time in the past 12 months that you have.
 - c. Hours of flying time that you have. Specify each aircraft make/model that you have experience in AND the number of hours in each aircraft make/model.
 - d. Hours of experience you have performing vertical-reference flying (in excess of 100' longline).
 - e. Hours of experience you have in night flying using night-vision-goggle (NVG) equipment.
 - f. Hours of experience you have in instrument (IFR) operations.
 - g. Hours of experience you have in aerial wildland fire fighting operations (water drop/personnel & cargo transportation).
 - h. Hours of experience you have in aerial emergency medical services (EMS) operations.
2. Pilot-in-Command (PIC) Experience - Specify the total number of hours of experience as:
 - a. Pilot-in-Command.
 - b. PIC in turbine helicopters.
 - c. PIC in turbine helicopters within the last two years.
 - d. PIC in single-engine turbine helicopters.
 - e. PIC in twin-engine turbine helicopters.
 - f. PIC in Bell 204/205/212/412 series helicopters or military equivalent. Identify the type(s) of helicopter(s) if equivalent is used.
 - g. PIC in Bell 204/205/212/412 series helicopters or military equivalent within the last two years. Identify type(s) of helicopter(s) if equivalent is used.
 - h. PIC in mountainous terrain
3. Pilot-in-Command (PIC) Experience in Specific Operational Conditions - Specify the total number of hours of experience as:
 - a. Helicopter pilot performing unaided night flying.
 - b. Helicopter pilot performing night flying with night-vision-goggles (NVG).
 - c. Instrument (IFR) rated and qualified helicopter pilot.

4. Pilot-in-Command (PIC) Experience in Specific Helicopter Operations - Specify the total number of year(s) and month(s) and hour(s) of full-time experience in performing:
 - a. Aerial fire suppression (transporting firefighters/equipment).
 - b. Aerial fire suppression (water/retardant drops).
 - c. Aerial search and/or rescue.
 - d. Aerial emergency medical patient transport.
5. LICENSES - Indicate if you have a current valid:
 - a. Commercial Pilot or Airline Transport Pilot certificate issued by the Federal Aviation Administration (FAA) with a rotorcraft-helicopter rating. (will be required at time of hire.)
 - b. Second Class Aviation Medical Certificate issued under provisions of 14 CFR Part 67. (will be required at time of hire.)
 - c. California Class C Driver's License. (will be required at time of hire.)
 - d. County of San Diego Emergency Medical Technician Certificate (EMT-I). (will be required within first year of hire.)
6. HIGHLY DESIRABLE QUALIFICATIONS: Indicate whether you:
 - a. Are qualified to transport Class A, Class B, Class C, or Class D external loads.
 - b. Have a current Helicopter Instrument Flight Rules (IFR) rating.
 - c. Have an Interagency Helicopter Pilot Qualification Card (approved by CDF, USFS, or USDI/OAS).
 - d. Are a current Check Airman. Specify Helicopter Make/Model.
 - e. Have a minimum of 500 hours of vertical reference experience (100 feet or greater)
 - f. Have experience in night flying using night-vision-goggle (NVG) equipment.
 - g. Have experience in aerial wildland fire fighting, rescue, and emergency medical services (EMS) operations.
 - h. Have experience in the operation of Bell 205/212/412 helicopters.
 - i. Maintain a residence in the Southern California geographic area
7. Indicate if you have had any aircraft accidents, incidents or violations. If yes, provide specific details (include NTSB preliminary or final accident report or interagency SAFECOM report if applicable).
8. Describe in detail your knowledge, qualifications, and experience as a helicopter Pilot-in-Command (PIC) engaged in fire suppression operations such as: firefighter/equipment transportation and retardant/water drops. (Include the type of aircraft flown, environmental conditions, types of terrain, geographic area, etc.)
9. Describe in detail your knowledge, qualifications, and experience as a helicopter Pilot-in-Command (PIC) of an aircraft engaged in search and/or rescue operations. (Include the type of aircraft flown, (rescue equipment utilized i.e. rescue hoist or short-haul system), environmental conditions, type of terrain, geographic area, etc.)
10. Describe in detail your knowledge, qualifications, and experience as a helicopter Pilot-in-Command (PIC) of an aircraft engaged in emergency medical transportation. (Include the type of aircraft flown, environmental conditions, type of terrain, geographic area, etc.)
11. Describe in detail your knowledge, qualifications, and experience in nighttime helicopter operations. (Include any night-vision-goggle experience, type of aircraft flown, environmental conditions, type of terrain, geographic area, etc.)
12. Describe in detail your knowledge, qualifications, and experience in vertical reference operations (in excess of 100' longline). (Include the type of aircraft flown, loads, environmental conditions, type of terrain, geographic area, etc.)
13. Describe in detail your knowledge, qualifications, and experience in conducting training/flight instruction/certification/pilot proficiency evaluation. (Indicate the type of training, personnel classifications, certifications, evaluations.)

14. Describe in detail your knowledge, qualifications, and experience in supervising helicopter maintenance. (Indicate supervisory experience, training, personnel classifications, certifications, inspection types).
15. Describe in detail your knowledge, qualifications, and experience in Instrument Flight Rules (IFR) helicopter operations. (Include type of aircraft flown, environmental conditions, type of terrain, geographic area, etc.)
16. Describe your experience performing the following supervisory functions. Specify your duties, the number and title(s) of subordinates, and for which employer these duties were performed.
 - a) Schedule assigned functions and ensure that work is performed correctly.
 - b) Review/sign time cards.
 - c) Interview, select, and/or recommend qualified personnel for subordinate positions.
 - d) Provide orientation and on-the-job training to ensure that responsibilities are understood by subordinates.
 - e) Monitor and evaluate the performance of employees through evaluations which you have contributed, drafted, written, signed, and/or administered.
 - f) Recommend/administer personnel actions for employee recognition, counseling, and/or discipline.
 - g) Develop workflow processes; review and implement changes to improve workflow.
17. Describe in detail any additional lead/chief pilot or supervisory pilot experience you may possess. (Indicate safety and operations manual writing experience, Check Airman experience, computer skills, etc.)

MAS/March 21, 2008/*Rev. 2 (09-12-08)/Class 1150

THE CITY OF SAN DIEGO PERSONNEL DEPARTMENT • "WORKING HARD TO KEEP SAN DIEGO WORKING"

The City of San Diego has an active Equal Opportunity Program and vigorously supports workplace diversity. Applicants with disabilities who require testing accommodations may call (619) 236-6358. To obtain this information in alternative formats, persons with disabilities may call (619) 236-6467 or for TT (619) 236-6776.

APPLICANT INFORMATION

APPLICATION INFORMATION

Application materials must be received at the Employment Information Center NO LATER THAN 5:00 P.M. ON THE FINAL FILING DATE. Postmarks as proof of meeting the final filing date are not accepted. If you are returning your application via the U.S. Postal Service, you should use "Certified Mail-Return Receipt Requested" to provide verification of timely delivery. Do not send applications via interoffice mail.

1. Starting salaries will be determined by the hiring department.
2. The hiring department with a vacancy will contact and interview eligible candidates as needed. All candidates may not be contacted. The final selection and offer of employment is made by the hiring department, not the Personnel Department.
3. Unless otherwise stated, relevant experience may be substituted for education.
4. Eligible lists may be used on a periodic basis. As such, lists may not be used for several months. Eligible lists may be extended by the Civil Service Commission.
5. Examination requirements and processes may be revised.
6. Experience, education, and all other information provided by an applicant orally or in writing are subject to verification.

FALSIFICATION: Any misrepresentations or false statements during or after the employment process may be cause for disqualification or dismissal from employment.

GENERAL REQUIREMENTS

Requirements must be met at time of application unless otherwise stated.

The minimum age for most full-time employment is 18, unless you are 17 and a high school graduate. You must have the legal right to work in the U.S. or have U.S. citizenship. Persons hired must present acceptable proof of identity and the legal right to work in the United States and the authenticity of the documents must be verified before starting work. After hire, you will be required to sign a loyalty oath and may be required to live in San Diego County.

A CITY MEDICAL EXAMINATION including drug screening and documentation of medical history may be conducted following a conditional offer of employment or promotion. Medical condition must enable the applicant to perform the essential duties of the position.

The City of San Diego is committed to a drug and alcohol free workplace.

THE CITY OF SAN DIEGO SUPPORTS WORKPLACE DIVERSITY and does not discriminate on the basis of race, sex, age, ancestry, national origin, political/religious affiliation, sexual orientation, AIDS or HIV status, cancer, or non-job related physical/mental disability. The City is committed to making its jobs, programs, and services accessible to all persons and complies with all ADA non-discrimination requirements in its employment practices.

A CONVICTION RECORD FORM must be submitted before hire. On it you must list all criminal convictions you have had. A criminal record is not necessarily a basis for disqualification from City employment. Each applicant's conviction record will be evaluated on a case by case basis considering the type and seriousness of the crime, how much time has elapsed, and the nature of the job.

EMPLOYEE BENEFITS

City Employees may be eligible to participate in a benefit program including holidays, vacations, savings and retirement plans, health programs, and other benefits.

Benefits may change due to employer-employee contract negotiations.

REQUIREMENTS FOR PROMOTIONAL EXAMINATIONS

1. Current City employment, or currently on a Re-employment List or Leave of Absence.
2. Six months of continuous City employment in the Classified Service immediately prior to the application closing date or, if no closing date is specified, by date of application filing (exceptions: Persons recently hired from Re-employment Lists, and employees in the Unclassified Service if the employee has six months in the Classified Service with no break in service, prior to becoming an Unclassified employee).
3. Most recent performance evaluation in your current City classification must be other than "Unsatisfactory".

The provisions of this bulletin do not constitute an expressed or implied contract.

DIVERSITY BRINGS US ALL TOGETHER